

## **Training/Education**

### **15.1 Introduction**

Forest practices rules require DNR to “...conduct a continuing program of orientation and training, relating to forest practices and rules thereof, pursuant to Revised Code of Washington 76.09.250” (WAC 222-08-140). DNR conducts on-going training programs to educate internal agency staff, forest landowners and staff from cooperating agencies and organizations on forest practices rule implementation.

There are four major venues in which the forest practices program provides training: Washington Contract Loggers Association (WCLA) training; forest practices program training; subject based training; and TFW training. In addition the Forest Practices program is providing training to forest practices staff about implementing the FPHCP and has plans to develop educational materials directed to forest landowners and TFW partners.

In addition to formal training programs, DNR published an updated edition of the *Forest Practices Illustrated* in April 2007. The booklet is a non-technical guide that uses photos and illustrations to help Washington’s small forest landowners, loggers and natural resources professionals understand the forest practices rules. The revised edition reflects the changes in the state forest practices rules that addressed the federal listing of salmon, steelhead, and bull trout as threatened and endangered species – revisions that stemmed from the Forests and Fish Report.

### **15.2 Forest Practices Training Programs**

#### **Washington Contract Loggers Association Training**

DNR provides training annually on forest practices rules for the Washington Contract Loggers Association (WCLA). The WCLA offers a five-day training course to participants, which includes one day of forest practices rules training for operators seeking state certification. This course is offered three times a year, once in Eastern Washington and twice in Western Washington. DNR covers water typing, riparian and wetland management zones, cultural resources, road maintenance, enforcement, and general information regarding the Forest Practices Application/Notification process.

#### **Forest Practices Programmatic Training**

In 2006, Forest Practices managers created a steering committee to develop a training plan for Forest Practices staff. This committee created a list of training needs that incorporated subjects, time frames, and audience. This list will be used in a variety of methods. It can be used to assess the training needs of the individual employee, the needs of a particular region, or the needs of Forest Practices staff as a whole. In 2007, the forest practices program began a yearly mandatory training for all staff. This year the subjects covered clear writing, enforcement, decision making, leadership, and interdisciplinary team process. We are currently planning for the 2008 program-wide training.

#### **Subject Based Training**

The Forest Practices program has recently provided training on unstable slope identification, channel migration zones, and wetlands. In addition, information on the FPHCP implementation was provided at the 2007 program-wide training. Training opportunities are also provided for TFW cooperators.

### ***Unstable Slopes***

Unstable Slopes training was held seven times in various locations in the state. Audience participants included:

- DNR staff – new Forest Practices and State Lands foresters, Stewardship coordinators, Small Forest Landowner foresters, engineers, geologists, and research technicians.
- Other public agency foresters, biologists, and engineers – WDFW, Department of Revenue, City of Seattle, City of Tacoma, Mason County, US Army Corps of Engineers.
- Industry and tribal foresters, biologists, and engineers – Green Diamond, Weyerhaeuser, Hancock, Olympic Resource Management, SDS Lumber, Quinault Tribe, Nisqually Tribe.

The objectives of Unstable Slopes training is to improve recognition of unstable slopes and landforms, improve consistency in recognition of these features and being able to identify when a specialist is needed.

### ***Channel Migration Zone***

There were three CMZ courses held this past year. The target audience was DNR, industry, and other agency staff.

The objective of Channel Migration Zone training is to learn about channel anatomy, bankfull channel, flood stage, lateral channel movement, and the regulations surrounding channel migration zones.

### ***Wetlands***

Basic wetland identification training is also being developed for forest practices staff and TFW partners. The training was presented in June 2007 in Olympic region and will subsequently be offered to the other regions and their TFW partners.

### ***TFW Training***

DNR region staff generally delivers both statewide and region specific training. In addition, each region holds regular TFW “cooperator” meetings as a means of communicating changes in rules and rule implementation or application processing to forest practices program participants. Cooperator meetings are an important mechanism to assure fair, uniform application of forest practices requirements within and among DNR’s six regions. DNR region staff also organizes informal meetings where technical or scientific information is presented as a way of keeping field practitioners informed about recent research findings.

The forest practices division along with region staff conducts two training sessions annually at the Oregon Logging Conference. The subjects vary from year to year, but generally address changes in the rules and areas where there have been increases in violations over the past year.

### ***Forest Practice HCP Implementation Training***

An introduction to the Forest Practices HCP was presented at the March 2007 program-wide training session for all forest practices staff. This initial training covered the following topics:

- Milestones in the development of the FPHCP.
- Highlights of the FPHCP (lands, species, and forest practices activities covered).
- FPHCP implementation – including the incidental take permit (ITP) conditions, reporting requirements, and operational impacts.

The forest practices application form and instructions are currently in the process of being updated to include information about coverage under the FPHCP particularly related to 20-acre exempt forest landowners.

Plans for future HCP training include the following:

- Develop a fact sheet for forest practices staff and landowners to more fully explain the ITP conditions relating to small forest landowners who qualify to use the 20-acre exempt forest practices rules when harvesting. The fact sheet will include information on leave tree requirements along Np streams; coverage within WAU/WRIA based on threshold determinations; and coverage within specific bull trout areas of concern.
- Develop a form to be used by region forest practices staff to measure the length/width/trees remaining within the riparian zone, following harvest qualifying to use the 20-acre exempt forest practices rules. This information will be used to track the WAU/WRIA thresholds for reduction in riparian function.
- Develop a website for landowners and forest practices staff with general information about the Forest Practices HCP, and specific information related to forest practices applicants.
- Develop training that addresses the need for a meeting between tribes and landowners when cultural resources are involved on a forest practice.
- Provide information about FPHCP implementation at region TFW meetings and region forest practices staff meetings.